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Local Government Service

No. 19

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Vol. XIV

WORLD METHODS OF LOCAL GOVERNMENT

INTERNATIONAL CONGRESS DISCUSSES TRAINING OF OFFICIALS

BY OUR SPECIAL REPRESENTATIVE

OVER seven hundred delegates, representing forty-four nations of the world, assembled in London during the latter part of May for the fifth International Congress of Local Authorities. It was in 1913 that for the first time the idea of uniting in an international congress delegates of the towns of all countries was put into practice. Governments of twenty-one countries and of 162 municipalities from twenty-eight different countries participated in these initial discussions at Ghent. Subsequent congresses were held at Amsterdam, 1924, Paris, 1925, Seville and Barcelona in 1929, Liège and Antwerp in 1930. The purpose to establish and develop international relations directs the Union in its consideration of questions affecting the local government and administration of its constituents, and the participation of this country is a source of gratification to every student of local government.

Certain outstanding points emerged from the discussions which concerned two main phases of local government administration, namely, the practical working of local authorities throughout the world, and the recruitment and training of the administrative personnel.

As to the first question, one notable point was the diversity of administrative

systems in the various countries. In some of the oldest countries of the world, local government administration is of comparatively recent growth. There are countries where the system is complicated

in the direction of autonomy, it is recognised that any substantial advance in this direction is a matter of extreme difficulty while the existing economic depression continues.



EXECUTIVE COMMITTEE, INTERNATIONAL UNION OF LOCAL AUTHORITIES
Seated, third from the left, Dr. Herman Finer, President



ADMINISTRATORS FROM THE FAR EAST

on account of the different constitutions; this is particularly noteworthy in Germany. Another point which appeared to be common to practically all countries was that there is a widespread demand for local autonomy in municipal administration. At the moment it would seem there is a set back to this movement as a result of the widespread economic depression. The growth of unemployment throughout the world has had the effect of local authorities depending to an increasing extent upon State Governments for subsidies, particularly for unemployment relief schemes. These State subsidies are not given except with a measure of State control. Subsequently, while the aspirations of all countries are

The President of the Congress, Dr. WIBAUT, of Holland, summed up what appeared to be the general feeling of the delegates on this matter. This was that local authorities must continue to look to governments for a considerable part of the expenditure on the relief of unemployment, and while this must necessarily increase the power of the State in local government administration, at the same time local authorities realise that this development is purely a temporary one, and they should strive when better times come, and the necessity for State subsidies is not pressing, not only to reconquer their former autonomy, but also to extend it.

The position of local government

administration in this country, so far as the practical working of local authorities is concerned, was viewed by speakers from two different angles. First, from the standpoint of city government, and secondly, from that of rural administration. On the question of urban government, Sir ERNEST SIMON made a striking plea for various improvements. He suggested that city government could be carried on more or less on the lines of company administration; a Mayor or the Chairman of a Council elected for one year had very little opportunity of obtaining a thorough grasp of the work, and therefore it would be advisable, he suggested, that the head of the local authority should hold office for more than twelve months. In Scotland, as is well-known, the Lord Provost of the largest cities holds office for three years, and Sir Ernest took this as a basis for suggested improvement in English administration.

Again, the Clerk of the Council, it was urged, should be recognised as the official who exercises a general survey of the whole administration of the Council. So far as the Town Clerk is concerned, it is of interest to note the difference in his functions in the various countries. For instance, in one country he is held responsible for any infringement of the law, in spite of the fact that the infringement may have been made by the local authority itself.

Centralised Administration

With regard to rural administration in this country, a very forcible plea was made by Sir SEYMOUR WILLIAMS, representing the Rural District Councils Association for decentralisation. He stressed the point that the Local Government Act 1929, had pointed the way towards centralisation of administration, which, it was suggested, was the wrong policy. In Sir SEYMOUR WILLIAMS' opinion the best form of administration was that in which there was close personal relationship between the local authority and the people.

From the point of view of the local government officer, special significance attached to the Congress' consideration of the policy of recruitment and methods of training in the service. DR. FINER, the distinguished lecturer on administrative theory in the University of London, was the general reporter on this subject. Urging the necessity of measures for standardising the educational methods and practice of recruitment, Dr. FINER said the official contributed three things at least, which no other agency of government could give; they were expertness, permanency, and the guarantee of impartial advice and execution. He not only carried the laws and the regulations, but he contributed to the formulation of the law in substance and draftsmanship, and to the scientific persuasion of the representatives of the electorate. In fact, the official provided what the politician had not the time, the knowledge, or the interest to perform. With the increasing

claims of the central authority there was little hope for the maintenance of local self-government should it be properly convicted of incompetence. All, therefore, depended upon the quality of local officials.

In the face of this declaration, one finds it a little difficult to understand why the problem of recruitment and training has been so neglected in the past.

It was not until after the war, Dr. FINER went on to say, that any appreciable advance was made in the substantiality of the education given by the number of teaching centres. He deprecated that



COVER DESIGN, COVENTRY STAFF MAGAZINE

continued training, formal and systematic, beyond the casual training by practical work, was not provided for to any appreciable extent. Notable exceptions were to be found in Prussia, where the intermediate officials were not put upon the regular establishment until they had taken certain courses and passed the various examinations therein.

The discussion on Dr. Finer's report produced many points of interest. More than one speaker gave expression to the view that the elected members of local authorities should do their work in council and committee and leave the day-to-day administrative work to capable technicians.

SIR WILLIAM RAY, M.P. (London County Council) expressed the hope that the local government service would never be regarded as a training ground for a complete bureaucracy. According to his reading of Dr. Finer's statement, all power and authority should be placed in the hands of a perfectly trained officer. He agreed that it was essential that they should have such officers, but the freedom of choice that they enjoyed in England had resulted in a standard of efficiency among local government officers with which they could very well be satisfied. Sir William was not a great

believer in specialist training; the all-round man could adapt himself to any particular job in which he happened to be placed and he deprecated the attempt to rear a race of specialists who should simply be devoted to local government service.

DR. FINER agreed with Sir William Ray on one point only; that officials should not try to usurp the functions of councillors themselves. In his own view, a thoroughly trained, skilled, and efficient body of servants was needed for the public service, both on the technical and administrative side. The problem of training, classification, and payment of officials, he went on to say was one of very grave difficulty. Either the problem must be left to settle itself or they must ask associations of local authorities or the officials in their own organisation to lay down certain standards of efficiency which they considered to be the minimum of professional etiquette.

His Royal Highness the DUKE OF YORK attended the Congress in its closing stages, and congratulated the Union on what it had already achieved, both by its Congresses and its other activities, to the advantage of good municipal government throughout the world.

The National Association of Local Government Officers was officially represented at the Congress by Sir A. Johnson, Mr. S. Lord, the immediate past-president, Mr. F. R. Finch, and Mr. L. Hill General Secretary. Many of the foreign visitors were entertained by the Association during the period of the Congress and the organisation at Headquarters and N.A.L.G.O.'s wide sphere of influence was the subject of frequent comment.

BRANCH PUBLICATIONS

We reproduce on this page, as a gesture of congratulation to the Coventry Branch of N.A.L.G.O., the cover design of the official branch organ *Camera Principis*, which made its appearance with the April issue. Here is a courageous attempt to produce a magazine that, to use the words of its own editorials, "will provide a medium for the expression of opinion and a means whereby those things which are peculiar to the service, and by reason of their nature are not covered by other publications may be circulated."

The cover design, embodying heraldic features connected with the City, including Leofric's eagle, the Prince of Wales' feathers and the City Arms, is the work of Mr. Walter Ashworth, Principal of the Art School.

The *Journal* is the title of the new official organ of the South Shields Branch and the first number will be issued early in July. Much support has already been promised and it is hoped that the magazine will form a close link between the Branch Executive and the rank and file members.

ASKED IN THE HOUSE

In the House of Commons on May 12, Mr. LIDDELL asked the Minister of Health if he would state when the Departmental Committee on Recruitment, etc., of Local Government Officers, appointed on September 15, 1930, would present its report, and the cost of the Committee to date?

Mr. Hilton Young, the Minister of Health: I understand that this Committee hopes to present its report early in 1933. The cost to date is £215 10s.

Sittings of the Committee resumed on June 7

ECONOMY CUTS, INCOME TAX AND SUPERANNUATION

A DEADLOCK IN THE HOUSE OF COMMONS

By THE LEGAL SECRETARY

OME months ago we, at Headquarters, heard that Inspectors of Taxes in certain districts were expressing the view that where a local government officer had agreed to voluntary reductions on account of the national financial situation, such officer was, in making a gift—a voluntary gift—to the local authority, and consequently it to be assessed for income tax purposes on his gross salary. N.A.L.G.O. immediately representation to the Inland Revenue.

On behalf of the officers, it was submitted that there was no voluntary gift in such cases. What, of course, happened was that in consequence of the Ministry of Health Circular 1222, the officers and local authorities got together and agreed certain reductions in, or deductions from, salaries. The view of the Association is that for the time being the consideration of service of the officer has been ended. For instance, assuming the officer had agreed to deductions at the rate of 5 per cent. from his salary for a period of twelve months from October 1, 1931, he could not legally claim his full salary if, at the end of three months, he said, "I am not going to submit to the deduction any longer."

Parliamentary Move

In the meantime, an attempt was made by the Association to have the matter discussed during this Session's Finance Committee.

On May 26, Sir Henry Jackson, M.P., moved the following new clause:

"The amount of any reduction in or deduction from the salary (including fees) or wages of any officer or servant of a local authority made whether before or after the passing of this Act, whether voluntarily or otherwise, with a view to economy in consequence of the financial situation shall not, for the purposes of Income Tax, be deemed to form part of the salary (including fees) or wages of such officer or servant or be assessable for the purposes of the Income Tax."

For the purposes of this Section the expression 'Income Tax' includes Surtax and the expression 'local authority' includes a local authority as defined in Section Three of the Local Government and Other Officers' Superannuation Act, 1922."

This clause was resisted by the Financial Secretary to the Treasury who, intentionally, no doubt, misled the Committee. In addressing the House, he said that where there was a voluntary reduction from salary, the officer was entitled to superannuation on his gross salary. On this point, at any rate so far as the Superannuation Act, 1922, is concerned, the Association had been advised by Counsel that the officer is only entitled to have his superannuation calculated on the salary he actually receives. In view

of the attitude of the Financial Secretary, Sir Henry Jackson deemed it wise to withdraw the proposed new clause rather than have it defeated as it would have been because the whips would have been put on.

As the result of an inquiry which has been made at Somerset House, the Inland Revenue authorities appear to be reconsidering the question whether income tax should be paid on the full salary.

The Association has also taken the opinion of Counsel on this particular question and he has advised that where a deduction is made voluntarily by agreement between the authority and the officer, income tax ought only to be paid on the net salary. A copy of this opinion is being sent to the Inland Revenue.

SUPERANNUATION

N.A.L.G.O. has been endeavouring to get legislation passed to provide that where temporary reductions in or deductions from salary have been made on account of the national economic condition, superannuation allowances and superannuation contributions should be calculated on the full salary without taking into account the reductions, or deductions.

In accordance with the promise which he made at the Weston-super-Mare Conference, Sir Henry Jackson recently introduced a Bill into Parliament, the object of which was to secure that this principle should be generally applied. The Bill has the support of the County Councils Association, the Association

of Municipal Corporations and the Association of Rural District Councils, while the Association of Urban District Councils raises no objection to it. Further, the Ministry has intimated that, providing certain amendments are made (Sir Henry Jackson is prepared to accept such amendments, the most important of which is to make the Bill adoptive), the Minister will raise no objection to the measure.

Owing to the fact that the Government has taken the whole of the Private Members' time during the Session and the present state of Parliamentary business makes it impossible for the Minister himself to introduce a Bill with the same object, Sir Henry Jackson's Bill can only proceed if it is unopposed. Unfortunately, on every occasion—five times in all at the time of going to press—that the Bill has come up for second reading, it has been "blocked," or opposed by one member.

This member seems to be under the impression that the Bill will impose additional burdens upon local authorities. Explanations have been furnished to him showing that that is not the case and that, in the end, the result will be to effect a saving to the authority.

So long as even one member only opposes the Bill on second reading, it cannot make any progress, but if it were to receive second reading it would quickly pass through the remaining stages and become law.

The Association is bringing all the pressure it can to bear on the member in question and it has also taken steps with a view to securing the support for the Bill of Members of Parliament generally.

HEALTH INSURANCE BILL

THE object of this, The National Health Insurance and Contributory Pension Bill, which has now reached the final stage in the House of Commons, and is to come into force on January 1, 1933, is to make certain changes in the National Health Insurance scheme which are necessary to restore the scheme to a position of financial stability.

In the report of the Government Actuary on the Third Valuation of the assets and liabilities of Approved Societies it is disclosed that the balance between income and expenditure under the scheme has, in recent years, been seriously upset by reason of two main causes, viz:—

- (1) Heavy expenditure on sickness and disablement benefits of insured women, particularly married women.

The Government Actuary's report shows that the total amount of sickness and disablement benefit paid to women during the period covered by the last quinquennial valuation is nearly

£4,000,000 in excess of the actuarial provision. Further, the Government Actuary reports that the sickness benefit claims of unmarried women, taking all ages together, had risen by 29 per cent. and those of married women by 42 per cent. between 1923 and 1927, while in the case of disablement benefit the respective increases were 54 per cent. and 87 per cent. The necessary adjustments contained in the Bill to meet this position are the reduction of disablement benefit for unmarried women from 7s. 6d. to 6s. a week, the rate of sickness benefit for this class remaining unchanged at 12s. a week. In the case of married women, it is proposed that the rate of sickness benefit be reduced from 12s. to 10s. a week, and their disablement benefit from 7s. 6d. to 5s. a week.

- (2) A serious loss of contribution income by reason of widespread unemployment amongst insured persons.

In the National Health Insurance Act, 1928, provision was included to enable regulations to be made whereby all arrears due to genuine unemployment would be excused and no reduction in benefit involved. Regulations to this effect have been in operation since 1928.

(Continued on page 496)

LETTERS TO THE EDITOR

With the hope of encouraging a frank interchange of views on subjects bearing on the work of readers and upon questions of national moment, the Editor has decided to allocate space each month for letters from local government officers. Letters, which should be addressed

The Editor,

"Local Government Service,"

3/4 Clement's Inn, Strand,

London, W.C.2

must be received on, or before, 15th of the month to ensure publication in the current issue.

The Editor will not hold himself responsible for the views expressed by the writers.

CONFERENCE AGENDA

To the Editor of

LOCAL GOVERNMENT SERVICE.

SIR,—There is, in the opinion of many, much room for improvement in the framing of the agenda for the Annual Conference, more especially in regard to the tabling of motions dealing with the big issues which are, after all, the main justification for the existence of N.A.L.G.O.

Ought not the Public Session to be devoted to the discussion of major questions of policy which are the outstanding concern of local government officers at the moment? For example:—

1. The delay in promoting a Bill for compulsory superannuation and the consequent continued injustice to many officials.
2. The reductions in salaries resulting from the continued National Crisis and, in particular, the necessity for emphasising the temporary nature of those reductions.
3. The need for greater security of tenure.
4. The extension of "Whitleyism" or, at any rate, the establishment of joint committees of authorities and their staffs to deal with matters affecting salaries and service conditions.

Instead of having before it matters such as these, conference after conference has been faced with a series of comparatively trivial motions on matters of detail which ought to be dealt with only in the private sessions that are not attended by representatives of the Press and persons prominent in the public life of the country.

A rough analysis of recent agendas shows that, out of a total of 142 motions submitted to conference in the past six years, there were twenty-three proposing the reduction of subscriptions and only five dealing with superannuation. The annual report of the N.E.C., however, gives an excellent review of the Association's work and reduces the conference agenda to a very feeble document by contrast. Unfortunately, the annual report is read only by comparatively few of those in the Association itself and secures no publicity whatever.

One of the primary objects of an annual conference should be to focus the attention of all members of the association and of the public generally upon the principal aims which the Association has in view. The public session affords a great opportunity for propaganda among officers who remain outside the organisation and for kindling the imaginations of those who are already members. Its debates ought to afford good "copy" for the Press on matters of genuine public importance.

The motion tabled at Weston-super-Mare by the Yorkshire District Committee suggested that the proposed Agenda Committee should exclude from the agenda all motions, which are an endorsement of the Association's pro-

gramme or of action already taken by the N.E.C. Such a provision would exclude from the consideration of Conference the very things upon which the continued existence of the Association may depend and ought to be most strenuously opposed. It is to be hoped that this proposal will not be embodied in the report which is to be made by the N.E.C. on this subject to the Conference of 1933.

I would venture to suggest for the serious consideration of your readers that, so far as the Annual Conference is concerned, N.A.L.G.O. has suffered from a serious lack of good "window-dressing" and that this state of affairs ought to be remedied by the tabling of suitable motions on major issues by the N.E.C. at future annual Conferences.

I am, Sir,

Yours faithfully,

G. A. STONE.

(Chairman, West Midland District Committee, N.A.L.G.O.)

Taxation Department, The Forecourt, Shire-hall, Worcester.

June 17, 1932.

AUGUST ISSUE OF LOCAL GOVERNMENT SERVICE

will contain

A descriptive account of the N.A.L.G.O. Summer School, Cambridge, July 2-9.

By our Own Representative.

"How I benefited from the Summer School" by Students.

Cartoon and Pictures.

REGISTRARS' FEES

To the Editor of

LOCAL GOVERNMENT SERVICE.

SIR,—My attention has been called to the report of the proceedings at the N.A.L.G.O. Conference at Weston-super-Mare in which (page 464) I am reported to have said "the Registrars' salaries could not be curtailed either by national or local legislation." This is an obvious error and what I said (or intended to say) was that Registrars' fees could not be reduced except by legislation.

The fault may have been mine—I do not know—but, in any case, I shall be glad if you will be good enough to make it clear in your next issue that the report is incorrect.

Yours faithfully,

TOM PERCIVAL.

Tynemouth.

June 14, 1932.

SALARIES AND GRADING SCHEMES

To the Editor of

LOCAL GOVERNMENT SERVICE

SIR,—Conference has met again and representatives travelled to their respective homes from Weston-super-Mare wondering, I have no doubt—I certainly did—as to the benefits the conference had been to the members generally and the main topics discussed this year. I suppose many will agree that the most interesting subjects were: (1) Salaries and grading schemes; (2) National and Provincial Whitley Councils; (3) Formation of a Building Society; (4) Remuneration of women; and (5) Nominations for hon. officers.

I am going to state very definitely that the most interesting and by far the most important from the local government officer's point of view, was the topic first stated.

Sir Arthur Johnson in his wisdom after four speeches all criticising the N.E.C. report (page 14) on the 1931 Conference reference on "Salaries and Grading Schemes," took back the whole subject to the National Executive Council for reconsideration without giving

reasons for so doing, and I am afraid leading some of those present to think that the arguments set forward were correct. My opinion is that the other side should have been ventilated hence my reason for appealing for space in your columns.

My branch—and Wallasey is just one of the very ordinary branches of the Association—issues a local journal which is called *The Wheel*, and which is now commencing its ninth year. In the last issue of the journal there appeared an article by Mr. W. Wood, M.A., the chairman of the branch dealing with the very question brought before the Conference. Mr. Wood also raised the matter at a meeting of the North-Western District Committee held in Wallasey on April 9, but was careful to state that his opinion were his own and not the considered views of the branch. Every person is entitled to his (or her) opinion; the pity to my mind being that more of our members do not express their opinions on the subjects in which they must naturally be interested. I do not wish it to be thought that there is any quarrel between the officials of the Wallasey Branch. At a meeting of our Local Executive Committee held at the commencement of May, I felt it my duty to lay certain facts before members to show that the N.E.C. had not, as was certainly suggested, "let the grass grow under their feet."

In my research to reply to Mr. Wood what did I find? Much has been said, and probably more will be written, of the "commercial activities" being the main thing with which the Association deals. I analysed all general correspondence with headquarters during the first four months of this year and found that I had received 44 communications dealing with such subjects as "cuts" in salaries (7), payment of income tax, ballots for private members' bills, election addresses, organisation (10), Annual Conference (7), education (5) approved society, provident society and B. and O. Fund, whilst only 13 could be placed under the heading of "commercial activities."

As to the main subject of salaries and grading schemes, I found that so long ago as January, 1920, the N.E.C. formulated a national scale which was adopted as a national minimum for the Service. This was negotiated through the national Whitley Council and so good was it considered to be in 1920 by Local Authorities, that our success to some extent brought about the suspension of the National Whitley Council, to which reference was made at Conference. I think I can say that the Divisional Organisers will be only too pleased to assist branches in their endeavours to have this scale applied in any areas if so desired.

The critics, to many of whom I spoke—I suppose they represent the views of a large number of their branch members—seemed to think that the N.E.C. had done nothing. One is led to wonder whether the excellent reports of the N.E.C. are ever read. Since 1923 I found the following pages devoted to the subject of salaries and conditions of service: 1923, 8; 1924, 3; 1925, 3; 1926, 4; 1927, 1; 1928, 5; 1929, 4; 1930, 7; 1931, 9; and 1932, 22; this last including references to action taken on behalf of transferred officers.

Reference was made at Conference of the time "not now being opportune" for action to be taken: unfortunately, words quoted from the report itself. But surely that does not mean that nothing has been done. A reference to another part of the report shows that the organising staff during the last year have been particularly busy in securing, by negotiation between the N.E.C. and Local Authorities, the adoption of scales for all officers. So successful have been their efforts that of the eighty-three county boroughs alone there are now only three without scales. The recent atmosphere has not been the best in which to put forward improved salary scales, but even so, in one or two cases improvements have been made, while in other instances negotiations resulted in the avoidance of the suspension or dismissal of officers and successful opposition has been applied to retrogressive proposals with regard to sickness allowances. In addition, the following

(Continued on page 495)

N.A.L.G.O. BUILDING SOCIETY

"A NEW BABY EVERY YEAR"

ROBBED of its context, the expression which gives the heading "A new baby every year" does not appear to be appropriate at a N.A.L.G.O. Conference. It was, however, one of many tips made by MR. W. E. LLOYD, thorough Treasurer of Hampstead, and honorary treasurer of the Association, Weston-super-Mare during the course of a highly humorous speech with which he moved the unanimous recommendation of the National Executive Council that the Association should form a N.A.L.G.O. Building Society.

MR. LLOYD brought to bear on the Conference all his forensic skill in advocating the birth of N.A.L.G.O.'s new enterprise and expressed the view that he was in favour of "a new baby every year."

The recommendation was approved and from the number of letters which have since been received, from members and branches asking for details of the investment and house-purchase facilities, it is apparent that once again the Association has embarked upon a venture which will supply a real service to the members and one which is guaranteed of success from the commencement.

Every Member a Landlord

The house-purchase scheme, which has been in existence for five or six years, has supplied the Association with evidence that members desire facilities for buying their own houses on terms which are not available elsewhere. Under the existing scheme it has merely been a question of investing surplus funds of the various insurance activities at Headquarters and it has not been possible to make an advance in excess of two-thirds of the value of a house. Many members have sufficient capital to provide this margin, but a much larger number have not.

A local government officer does not expect to make his fortune in the profession; many cannot afford to make adequate life assurance provision for their dependants; but every married member should aspire to own the house he lives in. The Association's aim is not only to encourage members to become their own landlords, but to help them to do so. This is one of two main objects for which the N.A.L.G.O. Building Society has been formed.

Investment Facilities

The other object is to provide members with good facilities for investing their savings profitably and with security. The society will issue £10 shares, which can be purchased outright or gradually, with a monthly subscription of at least 2s. Deposits will also be accepted, which under the Building Societies' Acts will form a first charge on the assets. With-

drawals can be made promptly with a minimum of inconvenience. There will be no depreciation, no fluctuation, and no forfeit.

As the first meeting of the committee of

impose rigorous conditions regarding the manner in which its business must be conducted. But what is more important, the society will be under the supervision of N.A.L.G.O., which, in



N.A.L.G.O. CAMP—
CROYDE BAY:
NEW REST ROOM

management, consisting of eight members of the National Executive Council, will be held during July, it is not possible to state in this issue the interest which will be given on shares and deposits and charged on loans. A prospectus giving full information will be published immediately after the meeting and supplies will be forwarded to branches.

The society will be in a unique position to give a profitable, tax free, rate of interest to investors and charge a most reasonable rate to borrowers. N.A.L.G.O.'s usual practice of conducting business on the "mutual" principle will be followed and there will be no heavy over-head expenses to meet, no directors' fees, and no branch establishments to maintain. The necessary organisation already exists at Headquarters for carrying out the administrative work at a minimum of cost.

Security

The society is incorporated under the Building Societies' Acts, which

itself, is guarantee of sound finance.

The funds will be invested in reliable freehold and leasehold properties which have been purchased by local government officers, or in trustee securities. No advance will be made until the society is satisfied that the property is a sufficient security, and that the borrower is not assuming responsibilities out of proportion to his financial position. The Building Society will help a member to make himself, but not to break himself. The Association's experience which the Sick-ness and Life Assurances Schemes have provided in dealing with a "selected type" will be repeated with the Building Society.

The Building Society is another N.A.L.G.O. service, and the confidence in its financial success, with which the honorary treasurer commended its adoption, is based upon the knowledge that those who make use of its facilities are members of N.A.L.G.O. and persons occupying permanent positions in the local government service.

BRANCH AND DISTRICT NEWS

WEST MIDLAND DISTRICT

Officers and Rugby Incorporation

Members of the staff at Rugby have, through N.A.L.G.O., forwarded a letter to the chairman of the council expressing the desire to make themselves responsible for the provision of a mayoral chain of office if, and when, the Charter of Incorporation, a petition of which has been forwarded to the Privy Council, is granted. The council in accepting the offer have expressed their appreciation of the officers' gesture which was described as a generous one, exemplifying a fine spirit on the part of the members of the staff.

At a meeting of the Regional B. and O. Committee, held on June 8, the Committee decided to forward congratulations to the Dudley Branch upon winning the Sir Home-wood Crawford Shield and the West Midland District Shield with a contribution of £17s. 6d. per head of membership, and to the Stoke-on-Trent Branch on its purse of £250. Stoke has now contributed over £2,000 to the Fund—£1,000 of this during the last five years.

Branch outings are popular at this time of the year. Cannock visited Stratford-on-Avon and Derby County Borough Branch, who, by the way, were accompanied by the Mayor and Mayoress, Alderman and Mrs. W. H. Salisbury and several members of the council, the Peak District. The best wishes of the Derby officers were conveyed to Mr. William Rutherford, the president, and Mr. G. Trevelyan Lee, Town Clerk, both of whom are shortly retiring on superannuation.

SOUTH WALES DISTRICT

The D.O.S., Mr. J. E. N. Davis, recently met officers of the Pontardawe R.D.C., and as a result an effort is to be made to revive interest in the Association and its work. Mr. Davis also attended a meeting of the Pontypridd Branch and in company with Mr. I. G. Millward, president of the Glamorgan County Officers' Association, addressed the members. Encouraging reports were received of the efforts to secure more equitable treatment under Circular 1222. The Association's efforts on behalf of transferred officers was emphasised and a plea made for unity and a united front.

HEYWOOD OFFICIALS' RECORDS

Mr. Fred Greenhalgh, Deputy Town Clerk, Heywood, has completed half a century's service with the Heywood Corporation. In May, 1882, he entered the Town Clerk's department as a junior, in time becoming chief clerk. He was promoted to Deputy Town Clerk in 1898. Mr. Greenhalgh holds a place of affection among his fellow officers in the Heywood Branch of N.A.L.G.O. He is an ex-president and life member of the B. and O. Fund.

Mr. James Gee, superintendent of the Fire Services at Heywood has completed fifty years' service with the corporation. He joined the brigade in May, 1882, was appointed engineer in 1892, deputy fire superintendent in 1893, and superintendent in 1897. Mr. Gee claims to have attended over 1,000 fires in the town of Heywood. He is the only survivor of the original members of the Professional Fire Brigades Association. Mr. Gee is the president of the Heywood Branch of N.A.L.G.O.

EPSOM HIKERS

Epsom Branch is organising a series of "hikes" with the object of keeping the social side of its work to the fore. Already outings to Rammore Common and Leith Hill have been held and outings of similar character are promised during the next month or two. For its annual outing, the Branch visited Hastings by motor coach.

NORTH EASTERN AND YORKSHIRE DISTRICTS

President at Morley

The president of the National Association, Mr. F. Marsden, addressed a meeting of the members of the Morley Branch at the Town Hall on May 31, the Deputy Mayor, Councillor B. Peel Hepworth, J.P., presiding. Mr. Marsden gave a lengthy survey of the work of the Association and appealed for collective support of members for the facilities which N.A.L.G.O. offered. The D.O.S. addressed this meeting and also a meeting of the Easington sub-Branch (Durham County Officers) held at Easington, on June 9.

A party of members of the Felling and



ENGLISH BOWLS TEAM

Winners of Conference Competition

Hebburn Branch made the Lake District the destination for its annual outing on June 2. The route, which was taken by road, was via Hexham and Alston to Penrith, where lunch was taken. Making for Pooley Bridge, the party embarked on a steamer for Patterdale where tea was taken and greetings exchanged with members of the Gateshead Branch, also taking their annual outing. The return to Newcastle-on-Tyne completed an enjoyable day.

Useful propaganda work on behalf of N.A.L.G.O. was executed at a meeting of the Prudhoe Hall Colony Branch on June 3, addressed by Mr. V. Grainger, N.E.C., and the D.O.S. A resume of the proceedings at the last meeting of the District Committee and Annual Conference was delivered by Mr. F. Ward.

NORTH WALES BRANCHES

President in Demand

Southport was the venue of this year's summer outing of the North Wales Branches on June 4. Mr. G. Vernon Price, Wrexham, chairman of the North Wales District sub-Committee presided at the luncheon, other guests being the president of the National Association, Mr. F. Marsden, Mr. J. W. Wilkinson, chairman of the North-Western District Committee, Mr. W. H. Whinnerah, vice-chairman, Mr. F. J. Willett, hon. secretary, and Mr. C. A. Ruscoe, hon. treasurer, Mr. Haden Corser, the D.O.S., and other district officials.

The president fulfilled a pleasant task in presenting a billiards tournament shield to two branches. The shield, given by the Colwyn officers, was won by Holywell Branch 1929-30 and Denbigh County Branch 1930-31-32.

MEMORIAL

On Wednesday, May 25, a memorial to the memory of the late Major Charles Prior Lovelock, M.B.E., T.D., who was for thirty-six years clerk to the Carshalton U.D.C., was unveiled in the Council Chamber. Many tributes were paid to the work of Major Lovelock and the services he had rendered in the district.

Mr. E. W. MORLEY, the secretary of the N.A.L.G.O. Branch said the staff always held the Major in the highest esteem and he recalled that some thirteen years ago the Carshalton Branch of the Association was formed under the auspices of Major Lovelock. Since that date, encouraged by the Council, N.A.L.G.O. had helped the staff to enjoy activities which they would not otherwise have had.

N.A.L.G.O. SPORT

INTER-BRANCH WIN FOR OLDHAM

An inter-branch fixture in which Stockport were the visitors to Oldham, produced an interesting series of contests. At cricket, Stockport held a slight advantage in a drawn game. Eight wickets down for ninety-seven runs, the visitors dismissed nine Oldham wickets with seventy-nine on the board. Oldham 260 points, defeated Stockport, 221 points, in a thirty games bowls contest, individual, and in the teams of four, twelve teams secured sixty-three points to fifty-one. Stockport, twenty-two games, beat Oldham, nineteen games, in the tennis singles, a result they repeated in the doubles with a score of twenty-four to sixteen games.

Oldham, cricket section, has a number of interesting fixtures on hand, Stalybridge, Middleton, Stretford and Rochdale branches of N.A.L.G.O. are sending teams or are being visited by the section during July. Tennis fixtures at Moorside are confined principally to inter-departmental games, but the bowls team are to meet formidable opponents in the Oldham Police and St. Pauls Conservative Club.

HEALTH INSURANCE BILL

(Continued from page 493)

Prior to 1928, insured persons in arrears with their contributions had to make good such arrears by a cash payment, or remain subject to a reduction in their rates of benefit during the following benefit year. The complete excusal of arrears in cases of unemployment is at the present time placing on Approved Societies a burden of £2,000,000 a year, and in order to meet the situation the new Bill provides that after January 1, 1933, only half the arrears are to be excused. If the insured persons do not pay the half unexcused, penalties will follow; namely, benefits will be reduced.

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SAFEGUARDS AND VANGUARDS

PROTECTION AND IMPROVEMENT IN SERVICE CONDITIONS

SALARIES

Leeds Council's Unhappy Record

SUCCESSIVE suspensions of increments, "economy" cuts, and repeated suggestions of still another revision of a Grading Scheme adopted so recently as 1928, have contributed to produce in the minds of Leeds officials such a state of unrest and dissatisfaction cannot fail to cause grave fears for the future welfare of the Service. Consequently, it is not to be wondered at that a special general meeting of the Branch held on June 16 attracted a large attendance of members to hear the report of the Executive Committee on recent negotiations, and to listen to an address by the General Secretary, Mr. L. Hill.

A history of the past twelve years makes very pleasant reading. The City Council and the Branch agreed upon a consolidated scale of salaries as long ago as the autumn of 1920, and the first increments under this scheme were given on April 1, 1921. The adoption of this scale in place of Civil Service Awards 101 and 102, was naturally very favourable to the Council, but the officials hoped that a steady rise in the cost of living would enable them to keep themselves as time went on. In 1922, increments were suspended; in 1923, increments were granted to most of the officers, but in some instances maxima were reduced; and so the tale went on till 1928.

In seven years, there were four partial or complete suspensions of the scheme. 1928 saw the Council and the Branch engaged in further negotiations, which resulted in the production of the Revised Salaries and Grading Scheme. Maxima were reduced wholesale, biennial and triennial increments were instituted in almost every class, and holidays were cut down. Nevertheless, there were assurances that the scheme would not be tampered with for a period of years, and with this security in view, the officers accepted the proposals, and hoped for a term of comparative peace.

Perhaps it was too much to expect. In 1931, in spite of protests which were voiced to the Council by a deputation from the Association, the new scheme was suspended and increments were withheld from all except juniors under twenty-one years of age.

One would have thought that, by this time, salaries in Leeds, which had always lagged behind the cost of living, might have been considered "economic," but such an opportunity as the National Crisis was not to be

missed. The staff must share in the national sacrifice, and the Branch was called upon to discuss percentage deductions. A scale of cuts was agreed on, and it is only fair to say that there was a proviso that no one should suffer at the same time both a cut and the loss of an increment; it was also definitely stated that the normal operation of the Revised Grading Scheme would be resumed on April 1, 1932, and this agreement was embodied in a minute of the Council. To the utter astonishment of all concerned, it was learned in February that the Finance Committee had decided to recommend the Council to continue the suspension of the Scheme for a further twelve months. The D.O.S., Mr. Swinden, and the Chairman and Hon. Secretary of the Branch, went as a deputation to the March meeting of the City Council to protest against this breach of faith, but without avail. The services of the General Secretary were called upon, and in due course Mr. Hill appeared before the Finance Committee. Correspondence followed, but so far, although admitting broken promises, the Council refused to honour their word.

At the general meeting, to which, for the first time, the Press was admitted, this history was recounted by MR. HILL, who reminded his audience that the scheme which had twice been suspended was described by its sponsor at the meeting of the Council which adopted it as "so economical (to the Council) that it would work in good times and bad." "I have detailed this history," MR. HILL said, "in order to show that as outside conditions fluctuated the Leeds City Council did almost each year adjust its rate of remuneration by avoiding the operation of the increments."

Gentleman's Agreement

Describing how loyally the officers had come forward in the matter of the temporary deductions, MR. HILL commented that when the document was signed, the officers thought, and with justification, that they were signing a "gentleman's agreement." Could it be wondered at that there was burning indignation amongst the officials?

In a general survey of the whole field, the speaker pointed out that all would recognise that municipal administration was, in effect, the opposite of what was described as private enterprise, and for obvious reasons, there had always been a widespread campaign to write down the value of the one as compared with the other. The local government officer suffered from that carefully cultivated public opinion, as could be seen by the ready public acceptance of any adverse criticism of the service. The officials were not responsible for the growth of the administrative machine, but sometimes one could not help feeling that the unthinking person really believed that its development was due to a "bureaucracy" which had got control of the situation. The student of history, however, knew that the public services as they were to-day were nothing more nor less than the expression—the crystallised and organised expression—of the needs of the public. The public service was also handicapped by the deliberate perpetuation of the fallacy that the only incentive to achievement was personal gain. The successful work of the local government officer gave the lie direct to that contention.

Throughout the history of the remuneration of public officers the "sheltered occupation" of canard, security, and continuity, had all had their effect in reducing public salaries below those offered by private enterprise for similar initiative and energy. Before the Royal Commission on the Civil Service, Sir Josiah Stamp stated frankly that he estimated Service salaries as 50 per cent. less than the same



MR. H. W. TEE
New Borough Engineer and Surveyor,
Woolwich:

ability could obtain under private enterprise. The basis of remuneration, MR. HILL considered, was a basis for work requiring certain qualifications and efficiency. To adjust that basis according to any outside circumstances was therefore unfair. Public administration had its own standard, and as far as Leeds was concerned that standard had been fixed in the "economical" scale of 1928. The contribution to the national emergency which had been made in accepting the temporary deductions was consequently the only contribution which could reasonably be expected.

Business and commerce, the General Secretary went on to say, could not claim the only contributions to the national wealth; cleanliness, education, good health, pure water, etc., surely had a national value. The official was perfectly familiar with the financial condition of this and other countries; he knew the true value of the claim that rates and taxes were a definite handicap to industry, but it was a very popular cry, and local government officers suffered.

Fair Return

Suggestions had been made for a holiday from local government legislation, and for the curtailment of services, but that was not their business; their interest lay in seeing that fair rates paid for efficient service. Why should the value of our work be assessed at that of depressed industries? Were prosperous industries governed in their remuneration by what was paid in less successful occupations? Yet this appeared to be the principle that governed the decisions of such bodies as the Leeds City Council. Youths entered their employment on the understanding that certain salaries scales would apply. To get them into the Service and then scrap those agreements was not quite "cricket." Any local authority could have the standard of efficiency which it deserved, and if they did not consider that the service needed the best type of entrant, then let them say so, and get the second or third best. That was the logical outcome of their policy. The Association had fought for years for the highest possible standard, and if there were not fair dealing in return, and that policy were consequently abandoned, it would be a bad day for local government in this country. Suppose for one moment that as an economy it were decided to reduce the rates of interest paid by authorities on the loans they had raised from time to time! Hands would go up in horror at the breaking

(Continued on page 498)



MR. FRED GREENHALGH
Deputy Town Clerk, Heywood. See page 496

TERMINATION AND MODIFICATION OF CUTS

The termination of salary deductions by two local authorities has been reported. Under the Aberystwyth Borough Council they ceased to operate at the end of March. The Whitley and Monkseaton U.D.C. removed the economy cuts in January and salaries were restored to the original amounts. On further consideration it was decided to make no deductions and certain increases were granted to technical assistants in the drawing office and to three of the junior clerks.

At Rochdale, after prolonged negotiations between the Association and the Rochdale Council, on May 24, a joint committee of representatives of the Rochdale Corporation Finance Committee and of the Administrative Staffs of the Corporation met and reached an agreement. Revising the old scale of deductions enforced in November last, which were in excess of the average amount of deductions for the district, and which have been in operation to April 30, and replacing them with the following scale:—

First £120 of any salary: no deduction. Over £120 up to £500: 6 per cent. Over £500: 7½ per cent. The first £120 of any salary to be deducted from each salary prior to calculation. Scale to remain in operation as and from May 1, 1932, to October 31, 1932.

The Mountain Ash U.D.C. has substituted a more satisfactory scale of deductions for that decided upon in November last and has made refunds of deductions in excess of the new scale.

As from April 1 and June 1 respectively, the Glossop and Macclesfield Borough Councils have brought the scales of deductions down to the standard recommended by the Lancashire

and Cheshire Provincial Whitley Council. The deductions in salaries imposed by the Felling U.D.C. in October have been halved for the six months commencing April 1, following an interview by the D.O.S. with the Finance Committee.

Representations are being made to the North Riding C.C. on behalf of several of its officers, relative to temporary deductions from salaries. The Branch now consists of well over 100 members.

An interview has taken place with the Finance Committee of the Jarrow Town Council with reference to the withdrawal of the temporary deductions from salaries, which it was felt were excessive. The Committee, before arriving at a decision, asked for further information, which has now been supplied. It is hoped to be able to report, in the next issue, that the temporary "cuts" have been removed and normal salaries restored.

The following resolution was passed by the Essex County Council at its meeting on Tuesday, May 17. "That those Transferred Poor Law Officers who are subject to the Poor Law Officers' Superannuation Act, 1896, and who, on January 1, 1932, had completed thirty-five years' service with Authorities to which that Act applies, be excepted from the operation of the scale of reductions of salaries wages and emoluments adopted by the Council at their meeting on November 17, 1931, and that an arrangement be come to with them whereby they voluntarily repay to the Council the sum by which their salaries or wages would otherwise have been reduced under that scale."

SUPERANNUATION

The Woolwich Met. B.C. will operate the Superannuation Act of 1922 for its officers only as from August 1 next. As the Council has in the past granted superannuation by virtue of the powers provided by the Superannuation (Metropolis) Act of 1866 under which no contributions were required from the officers, existing officers coming under the 1922 Act will receive sixtieths for back service.

The Wednesbury Council has decided to consider a suggested superannuation scheme in October next with a view to it coming into operation on April 1, 1933.

In connection with an officer of one of the

Liverpool Institutions, whose suspension from duty was contested by the Association, a subsequent protest to the Council against the decision not to refund superannuation contributions has been taken to a successful conclusion.

The Northampton C.B.C. has decided to pay £100 per annum under the Superannuation (Union Officers) Act, 1864, to Mr. S. Twisleton, the retiring master of the Public Assistance Institution. Mr. Twisleton has thanked N.A.L.G.O. and the Masters' and Matrons' Association for their advice and help in this matter.

SALARIES & GRADING SCHEMES

(Continued from page 494)

scale was submitted to the District Committees for their observations:—

Grade A: £50 rising to £125 at 21 years of age and then to £240 at 27 years of age.

Grade B: £250 to £300.

Grade C: £320 to £375.

Grade D: £400 to £450.

Before adoption, a scale must necessarily satisfy the great majority of our members, hence its taking time to arrive at finality.

N.A.L.G.O. has always endeavoured to place first things first. That is why our Association has been admitted, in the highest quarters, to be one of the finest associations (Trade Unions if you will), not only in this country, but in the world. To mention only two of the principal objects which the Association has placed in the forefront of its programme, superannuation and education. I am afraid the local government officer would have been in a very different position in status and in the eyes of the "ratepayer" if it had not been for the splendid

efforts put forth by N.A.L.G.O. through the activities of the members of the N.E.C. and the excellent staffs which they have appointed.

No doubt other readers will desire to "have their say." I have not been anxious that my name should appear in print, but I feel the importance of the whole matter and my "locus," if I may use the term in this connection, is that I have been long connected with the Association, first as a direct member in the early days of the War, then attached to the now defunct Merseyside Branch and for eleven years in active work as a branch secretary and on the North-Western District Committee. I therefore claim to know some little of the workings of our Association. Dare I express the hope that others may be drawn into placing their views on the matter in future issues of the LOCAL GOVERNMENT SERVICE?

Yours faithfully,

TOM SUTHREN.

(Branch Secretary).

Town Hall, Wallasey.

June 17, 1932.

HEADQUARTERS AND BRANCHES

JUNE 1, 1932

Circular No. 40/AS (To Local Correspondents of the Nalگو Approved Society).

Stating that, in Circular No. 63/AS/1931, dated October 16, 1931, local correspondents were notified of the amount which would be granted to members in respect of hospital expenses and operation fees; that the government auditor had called attention to that fact that payments which are not made direct to a hospital or nursing home cannot be allowed under the additional benefits; that, in future, members who are desirous of making a claim should include in their account the doctor's fee for performing the operation; and that the Society's grant will then be paid direct to the hospital or nursing home in order to comply with the regulations.

Circular No. 41/AS/1932 (To Local Correspondents of the Nalگو Approved Society)

Enclosing a supply of notices of the annual general meeting of the Society in Bolton on June 17, 1932; requesting that a copy be handed to each member at least seven days before the date of the meeting; enclosing copies of the annual report of the Society and a supply of new leaflets describing the convalescent home; enclosing contribution cards for the 2/32 period; requesting that the completed 1/32 cards should be returned to headquarters; and thanking the correspondents, on behalf of the Committee of Management, for their valuable co-operation and assistance on behalf of the Approved Society.

JUNE 15, 1932

Circular No. 42/Legal/1932

Stating that Sir Henry Jackson, M.P., in accordance with his promise at the Weston-super-Mare Conference, had introduced a Bill to provide for superannuation contributions and allowances to be calculated on the gross salary and giving details of parliamentary action.

JUNE 23, 1932

Circular No. 43/Gen/1932

Enclosing entry form for the correspondence chess competition, 1932-33, for the "Pullinger" Cup, open to teams of three entered by any branch; and requesting that entries and fees (7s. 6d. per team) should be received at headquarters not later than July 31, 1932.

Circular No. 44/Trading/1932

Stating that the Metropolitan District Committee Thrift Section, would, from July 1, 1932, be operated from headquarters.

Circular No. 45/Gen/1932

Containing details of the amended arrangements which had been made in the duration and itinerary of one of the Baltic cruises (Cruise B).

Circular No. 46/Gen/1932

(a) Stating that the whole of the accommodation at Croyde Bay Camp has been booked up to the middle of September, and advising that early application should be made in order to secure accommodation for the last fortnight of the season.

(b) Intimating that copies of the Camp Song, royal-quarto size, four pages, words and music, could be obtained on application to headquarters at a cost of 6d. per copy, inclusive of postage, which must be despatched with the order.

Circular No. 47/Educ./1932.

(a) Asking that members should be requested to make early application for the Summer School.

(b) Stating that, in 1930, a list of grants made by local authorities to officers who pass examinations after entry to the service was compiled; requesting branches to bring the information up-to-date, to supply information of the assistance given by local authorities to enable officers to study for examinations; and asking whether the local authorities have adopted an entrance to the service qualification for junior entrants.

(c) Enclosing a summary of results obtained in recent examinations by N.C.I. students.

SAFEGUARDS AND VANGUARDS

(Continued from page 497)

of the sanctity of agreements. But where was the "sanctity of agreement" in a salary scale?

A resolution of protest at the Council's breach of faith was unanimously adopted, and an appeal was made to them for joint negotiations on the matters in dispute.

SCOTTISH NOTES

By the D.O.S.

BRANCH FOR THE BORDERS

BORDER officials have decided to form a branch of their own. For some time past Edinburgh Branch has had a few borderers in membership, but the position was felt to be unsatisfactory to all concerned. After canvassing opinion in the district, the D.O.S. arranged to convene a meeting of all officials in the counties of Roxburgh, Selkirk, and Berwick. The meeting, which was held in the Station Hotel, Newton St. Boswells, on June 8, was a representative gathering, Mr. George H. Sheriff, County Clerk of Roxburgh, was called to the chair.

Mr. Hugh Begg, the chairman of the Scottish Council, was the principal speaker and he gave in excellent resume of the Association's various activities, together with a descriptive account of the manner in which the National Executive Council conducted its business. The D.O.S. also spoke and answered a number of questions. The decision to form a branch for the counties of Roxburgh, Selkirk and Berwick was a unanimous one, and a Committee was appointed to draw up a Constitution for the branch, Mr. Sheriff was appointed chairman of the committee, and Mr. William Donaldson of the County Rooms, Newton St. Boswells, secretary.

PAISLEY GRADING SCHEME

On May 26 Mr. Hill, the General Secretary, had an interview with a special committee of Paisley Corporation with regard to the Association's application to have all the members of the staff graded.

SUMMER SCHOOL

I would again remind readers of the arrangements made for our Scottish Summer School. The school is to be held in St. Andrews for the week beginning Saturday, July 16. On that evening there will be an inaugural dinner at which the school will be declared open by the Earl of Elgin, K.T. During the following week there will be a morning lecture, after which students will be free to indulge in their favourite form of recreation. The lecturers include Mr. John Cunison, M.A., of Glasgow University; Dr. J. Drummond Shiels, M.C., a member of the late government; and Mr. J. D. Imrie, M.A., B.Com., City Chamberlain of Edinburgh. In the evening there will be after-dinner talks by Dr. Bowie of Dundee, Mr. Garnet Wilson of Dundee, Mr. N. A. Reynard, Director of Public Assistance, Glasgow, and Mr. James E. Shaw, County Clerk of Ayr. Any who have not yet enrolled, but desire to do so, should communicate without delay to Mr. J. M. Mortimer, 135 Wellington Street, Glasgow, who is acting as secretary of the school.

COMPENSATION

Just when we fondly imagined our worries in connection with compensation were coming to an end, a decision given on a trifling appeal about which we were not consulted has given rise to a great deal of anxiety. The appeal seems to upset the procedure followed in Scotland for many years past. The matter has been under the consideration of the Parliamentary Bills Committee of our Scottish Council, and our members may rest assured that every effort will be made to safeguard their interests.

N.A.L.G.O. CAMP SONG

The Association offered prizes of five guineas each in competitions for words and music of a camp song. These were won by Mr. Albert Norris of the Nottingham Branch and Mr. Ernest Holt of the Halifax Branch respectively. Copies of the song on Royal Octavo, four pages, words and music, can be obtained on application to headquarters accompanied by remittance at the rate of 6d. per copy inclusive of postage. The words and music of the chorus are reproduced below.

For the accepted composition in the Competition Mr. Ernest E. Holt receives the above mentioned prize.

The composer is on the staff of the Halifax Municipal Technical College, and his active

interest in N.A.L.G.O. is expressed in his membership of the Halifax and District Branch on the executive committee of which he is a member. Mr. Holt has other interests; one of them is a keenness for camp life. He is honorary secretary on the Halifax Evening School Camp Committee, an office he has held for the past ten years.

Composing music is just one of Mr. Holt's hobbies; two of his previous compositions have been broadcast in Los Angeles, California, U.S.A., one of them repeated after the programme by request. Below we reproduce the Chorus of Mr. Holt's setting to the words of the camp song written by Mr. Albert Norris of the Nottingham Branch.

CHORUS

Sing the Nal-go song As you tramp along Sing with heart and voice in tune

Sing the Nal-go song When life seems all wrong For the sun will shine so soon.

Never mind the weather If it rains all day For Nal-go stands for happiness and

drives all care a-way Give a shout for Nal-go If you're feeling rather

blue Leave it all to Nal-go and they will pull you through.

ritard.

T. P. EASTON CRICKET SHIELD

The cricket competition for the T. P. Easton Shield is again being held, and teams have been entered by the Durham County, Middlesbrough, Stockton, Sunderland, South Shields, Northumberland, Newcastle-upon-Tyne Branches.

CRICKET FIXTURE

The Sheriff of Newcastle-upon-Tyne has promised to field a team to meet Mr. Norman Whitfield's XI, on the ground of the County Cricket Club, on Wednesday, August 10. It is anticipated that players of national repute will participate, and that a record game will enhance the coffers of the B. & O. Fund.

S.E. DISTRICT GAMES

Hastings bowls team suffered a severe defeat at the hands of Tunbridge Wells "B," but the tennis team secured a good win over Bexhill. The local sports correspondent informs us that a swimming club is being established and arrangements for a series of "hikes" are in hand.

The branch annual outing on June 4 was by motor coach to Margate. The arrangements made for the party's enjoyment by the honorary secretary, Mr. E. Mogg, received the approval of all.

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24 ABINGDON STREET, WESTMINSTER,
S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," or "Education." Telephone: Victoria 8592 (4 lines). Telegrams: Natassoc, Parl, London.

OFFICERS

PRESIDENT:

F. Marsden, City Engineer and Surveyor, Bradford.

IMMEDIATE PAST PRESIDENT:

S. Lord, F.I.M.T.A., F.S.A.A., Borough Treasurer, Acton.

VICE-PRESIDENTS:

Sir Tom Percival, Clerk to the Central Northumberland Assessment Committee and Superintendent Registrar.
C. G. Brown, LL.B., Town Clerk, Cardiff.

HONORARY TREASURER:

W. E. Lloyd, F.S.A.A., Borough Treasurer, Hampstead.

HONORARY SOLICITORS:

England—P. H. Harrold, Town Clerk, Hampstead.
Wales—C. G. Brown, LL.B., Town Clerk, Cardiff.
Scotland—G. S. Fraser, M.A., B.L., Town Clerk, Aberdeen.

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S. Lord, F.I.M.T.A., F.S.A.A., Borough Treasurer, Acton.
W. H. Whinnerah, A.C.I.S., Secretary, Paving, Sewering and Highways Department, Manchester.

GENERAL SECRETARY: L. Hill.

LEGAL AND INSURANCE SECRETARY: J. Simonds, M.A., Barrister-at-Law.

ACCOUNTANT: H. G. Baker.

ORGANISING SECRETARY: W. P. Fox.

EDUCATION SECRETARY: T. Harvatt, B.A., Barrister-at-Law.

DIVISIONAL ORGANISING SECRETARIES:

Metropolitan and Eastern Districts—H. Slater, 24 Abingdon Street, Westminster, S.W.1. Telephone: Victoria 8592.

London County Council Branch—T. M. Kershaw, 24 Abingdon Street, Westminster, S.W.1. Telephone: Victoria 8592.

North Western and North Wales District—Haden Corser, 22 Booth Street, Manchester. Telephone: Central 5257.

North Eastern and Yorkshire Districts—J. B. Swinden, 2, Basinghall Square, Leeds. Telephone: Leeds 24861.

East Midlands, West Midlands and South Wales Districts—J. E. N. Davis, York House, Great Charles Street, Birmingham. Telephone: Central 1836.

South-Eastern, Southern and South-Western Districts—F. Thomas, Room 60, Somerset House, Reading. Telephone: Reading 480.

Scottish—J. M. Mortimer, 135 Wellington Street, Glasgow. Telephone: Douglas 404.

SPORTS COLOURS

Members are reminded that the following may be obtained through branch secretaries or upon application direct to Headquarters: Sports badges, blazer pocket size, 2s.; ties, suitable for business or sports wear: artificial silk or knitted 2s., real silk 3s. 6d.; scarves, black ground with stripes or white with stripes at end, 10s.; tobacco pouches, silk covered 2s., better quality 3s.

MR. ARTHUR WEBB

In consequence of his election as the representative of the South Eastern District to the National Executive Council Mr. Arthur Webb, Reference Librarian, Brighton, has resigned his position as honorary secretary of the Brighton Branch. His long association with the organisation has made him conversant with the principles and practice of N.A.L.G.O. work, and his Brighton friends, while congratulating him on the attainment of a well-deserved honour, regret that it necessitates the surrender of an office he has held with marked ability and success for the last nine years.

Mr. Webb, who during the war served in Macedonia, entered the association after his demobilisation in 1919. In 1920 he was made vice-chairman of the Executive Committee, and in the same year he was appointed chairman, an office he held till 1923 when he was unanimously elected hon. secretary. In this position, and as a member of the local Whitley Council, he has carried out many delicate and successful negotiations with the Town Council



MR. ARTHUR WEBB, F.L.A.

for the benefit of the local municipal officers. Since 1923 he has also been the local correspondent of the N.A.L.G.O. Provident and Approved Societies. Mr. Webb has been a prominent member of the South-Eastern District Committee for a number of years, and was elected chairman on April 2 last in succession to Mr. Abbott. Probably the work of N.A.L.G.O. which appeals to him most is that of the Benevolent and Orphan Fund.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: December, 48; January, 47; February, 47; March, 46; April, 44; May, 43; June, 42. The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	APR.	MAY	JUNE
Food	26	25	23
Rent	54	54	54
Clothing ..	90	90	90
Fuel and Light ..	75	75	70
Other items ..	75	75	75

The Ministry of Labour Gazette states that at June 1, 1932, the average level of the retail prices of the principal articles of food was somewhat lower than a month earlier. Several of the articles of food included in the statistics showed a decline in prices. Bacon, however, was dearer on June 1 than a month earlier, and for tea higher prices were being charged.

BALTIC CRUISES

Attention is again directed to the special discount of 5 per cent. made on bookings received through Headquarters for the 11- and 12-day cruises via Kiel Canal of the United Baltic Corporation.

Cruising holidays are extremely popular this year and full bookings are reported by many companies. The strong appeal of cruises which can be made without change of steamers has been recognised by many companies, including some of the railway companies, who had not heretofore made such provision for holiday makers.

On these Baltic cruises the journey is made in the same steamer throughout and whilst in port the passenger lives on board, thus saving hotel bills.

The charges are very moderate, viz.:

Cruise "A", 11 days, Cabin class £12 (a berth cabins).

Cruise "B", 12 days, 1st class, £13.

2nd class, £10 10s.

less the 5 per cent. discount on bookings through Headquarters.

Departures are from Hay's Wharf, London, and calls are made at Danzig and Gdynia (cruise "A") and at Riga and Tallinn (cruise "B").

ANNUAL SEA CRUISE

At the time of going to press, bookings received have absorbed the whole passenger accommodation of the s.s. *Avoceta* for the three-weeks cruise commencing from Liverpool on July 23.

It is quite possible that some cancellations may be received; anyone therefore desirous of joining this excellent one-class cruise to be made without change of steamer and covering a fascinating itinerary should apply at once in order that their names may be placed on a waiting list. They will then be advised at once if vacancies occur.

The charge for the cruise, which includes gratuities on board, is £23.

HOLIDAY CAMP

So popular is the N.A.L.G.O. Holiday Camp at Croyde Bay that before the end of May the camp accommodation was fully booked from mid June to mid September. At the present time there are still vacancies for the two weeks commencing September 17 and would-be visitors who can take their holidays during that fortnight are advised to apply at once. They should not fear that the period is too late in the year—warm sunshine may be expected in North Devon and even if the nights should be chilly visitors can maintain warmth in the recreation room where games and dancing can be enjoyed or utilise the excellent rest room erected this year.

N.A.L.G.O. HOLIDAY GUIDE

It is appropriate at this time of the year to ask members who may find holiday accommodation with which they have been well satisfied to send particulars to headquarters if the address is not included already in the Association's Holiday Guide. A form for the purpose is included at the end of each copy of the guide, but particulars of recommending addresses by letter will be welcomed.

In this way only can members increase the value of the guide.

REIGATE PRESIDENT HONOURED

Fellowship of the Royal Sanitary Institute has been conferred upon Mr. J. P. Humphrey, M.B.E., Chief Sanitary Inspector, Reigate, in appreciation of noteworthy sanitary work. Mr. Humphrey is president of the Reigate Branch of N.A.L.G.O. and officials of the corporation feel justly proud that their colleague's work should receive recognition at the hands of the Royal Sanitary Institute.

LOCAL GOVERNMENT SERVICE

*Editorial and Advertisement Offices,
3 and 4 Clement's Inn, Strand, London,
W.C.2.*

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

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1932

NOTES OF THE MONTH SERVICE CONDITIONS

HERE appears on another page, an interesting contribution to the discussion which was started at the Annual Conference on the place which Service Conditions take in the order of importance of N.A.L.G.O. activities. The contribution, made by a well-known Branch Secretary, Mr. Tom Suthren, is useful; it concludes with the valuable suggestion that others who have views on this subject should put them forward. It is quite obvious that those who were apparently criticising the National Executive Council for their meagre report on the salaries and grading scheme, in paragraph 14 of the Annual Report, were not really dissatisfied with the work of the National Executive Council, but were anxious to draw public attention to the fact that there is a limit to the endurance which local government officers can stand in the attacks upon their standard of living. The debates on this issue were really excellent and as good as anything that has been known at past N.A.L.G.O. Conferences, and that is high praise. What was said wanted repeating, and it will be of the greatest encouragement to the National Executive Council. When the Leeds Branch secured the passing of their Notice of Motion at the previous Annual Conference, it will be remembered that the mover of the resolution said that the Leeds Branch did not expect the National Executive Council to achieve before the next Conference what their motion asked for, but the making of three-party agreements on a national basis as between associations of employing authorities,

N.A.L.G.O., and the appropriate Government Departments, should be their objective.

NATIONAL SALARIES SCALE

Even if times were normal, there would still be some preliminary work to be done before such a piece of machinery could be set up. It is not by any means certain that there is even a majority of opinion in favour of a national salaries scale. It has been expressed more than once that any such scale would have to be better than the very best that is now in existence, and that means the framing of a scale which would appear to be outside the possible reach of the smaller local authorities. However, this must not be an excuse for shelving the problem. Neither would it be fair to let it be broadcast that very little attention has been given to this subject. As a matter of fact, the question has been receiving constant and close attention by the National Executive Council. As Mr. Suthren points out, the history of the subject goes back to 1920 when the National Executive Council formulated a programme of salaries and service conditions for local government officers based upon the Reorganisation Report of the National Whitley Council for the Civil Service. The scale was put before the National Whitley Council for the Local Government Service and, as most of our readers know, it was upon this issue that the National Council was wrecked. The Association was able to save three Provincial Whitley Councils, and a tremendous amount of work has been done through those pieces of machinery. In March, 1930, the National Executive Council decided to proceed with the formulation of a scale which would consolidate salaries as they were then, and to embody it in a national charter of service conditions. At this time a new factor had entered upon the scene, the transfer of the old Poor Law services, and consequently it brought within the ambit of N.A.L.G.O. a new class of officer. A comprehensive scheme was sent to the District Committees for their observations and these necessarily took a little time to obtain. The criticisms and suggestions of the District Committees were assuming definite form when the financial crisis of last autumn overshadowed everything.

Everyone knows what a tremendous amount of valuable work has been done by the Association since September, and it does savour of irony that at the Conference when the Council would have been perfectly justified in expecting a shower of congratulations on their work, the paragraph referring to salaries and service conditions should serve as a pivotal point for a discussion which branched off into all kinds of proposals and criticisms. It has been said that the Local Government Service was fortunate in not having a national scale of salaries in operation when the Government's demands for

reductions were made. If there had been a national scale in operation there would have been a national cut. As it is, half the local authorities have been spared reductions, while the other half have had deductions varying in intensity according to local circumstances. Local government officers, like other folks, cannot have it both ways, and if there are advantages and disadvantages in a national scale of salaries it can be claimed that there are similar good and bad points about the present position. In any case, it was an extremely good talking point for a Conference at which the Press were present.

The only time the discussion did "get off the rails" was when it was assumed that the service conditions questions were being neglected for other activities, particularly was this the case when the Building Society proposal was under discussion.

PRIMARY OBJECTS

The development of the various activities of the Association does not infringe in the slightest upon the time devoted to the primary objects of the Association. Once a new scheme is started it becomes departmentalised, and becomes financially self-supporting and runs as independently of the main machinery of the Association as if it were an outside and private company. There is a separate and distinct department which specialises in questions relating to service conditions and branch organisation, and the whole of the time of the divisional organising staffs is devoted to this important question. Therefore, it is neither fair nor correct to give the impression that sight is being lost of the main purpose for which the Association exists. On the other hand, if the Association's work were confined purely to trade union activities then we should rapidly deteriorate into an "in and out" membership; "in" when local government officers wanted something, and "out" when they had got it. Still, we must admit that the discussion on this question was distinctly encouraging and stimulating, and we congratulate those members who took part in it upon their sense of judgment, their debating skill, and their endorsement of the view that local government officers take membership of their Association seriously.

INSTITUTE OF PUBLIC ADMINISTRATION

We are asked to call the attention of members to the Summer Conference of the Institute of Public Administration held in Trinity College, Cambridge, during the period of June 24-27, when sessions were devoted to the study of such subjects as "Departmentalism and Efficiency," "The Practical Limits of Taxable Capacity," "The Practical Limits of Ratable Capacity," and "Co-ordination of Economic Policy in Government Departments." As we shall have gone to press before the opening of the Conference we shall deal with the subject more fully in the August issue of LOCAL GOVERNMENT SERVICE.

READERS' NOTES

By JACOB TONSON

NOT many years ago "silly" season discussions in the Press upon books were quite frequent. "You were forced to live on a desert island and could only have three books; which would you take?" The Bible and Shakespeare were generally in the first places; Homer, Dante and a few others sharing popularity for the third place. My experience of travel literature over a long number of years leads me to the conclusion that there cannot be any undiscovered reasonably desert island—you would probably be able to 'phone Mudie's or Boots. To-day it is sufficiently difficult to choose reading for a short holiday—difficult because one is rather spoilt with choice. Holidays give us an opportunity to read that particularly interesting book we have never found time to touch, and probably will not then. "Complete changes" for holidays may be good, but don't include your reading. Better far to take an old favourite and re-read it.

Mr. *Jubenka*, by A. Alington (Chatto and Windus, 7s. 6d.), is an excellent satire; the antithesis of the heroics of, say, *The Three Musketeers* or *The Prisoner of Zenda*. It opens with an almost bloodless revolution in the fictitious state of Strubania, leading to the flight of the king with three faithful followers. After a time spent in a neighbouring friendly state, one follower returns to Strubania under disguise to watch events and report. The king, with his chief politician and soldier, journeys to England with a view to studying the life and manners of the people. They stay first in London, later in a south-country village as paying guests at the vicarage. The village social life is admirably portrayed—the satire being by no means limited to the guests. The presence of three foreigners in a small village leads to some laughable situations. The discovery of their identity is made by the precocious son of the Vicar by means of a postage stamp. The book is certainly worth reading for its

exposure of the demoralising effect of village gossip, but the emancipation of the king is only partially effected.

An obscure part of Poland, boring for oil amid sombre surroundings, is an unusual and non-promising setting for a play. Mackenzie's *Musical Chairs* (Gollancz, 5s.) is unusual and particularly clever in the conversational parts. It is not a play one can realise the freshness and brilliance of at a first reading. Commencing with Mr. Schindler who trusts his ability to "smell oil" rather than rely upon the geologists, the son, with his weak lung and love of cynicism as great as his liking for music, the second wife and her blatant preference for her own two children, down to Anna, the "local" maid, there is not a weak character. The mother gloats over her boy as he comes in soaked with oil. "Oh! Geoffrey, darling." (Geoff.) "I'm soaked in oil." (Joseph) "Mother's little sardine." The end is somewhat tragic, but this is not a play to an end.

Brigadier-General Crozier in *Five Years Hard* (Cape, 7s. 6d.) gives an account of his daily life as an officer of the army in Western Soudan, with particulars of the fall of the Fulani Empire. Going direct from service in the Boer War he immediately starts his new career which is certainly not wanting in incident and excitement. He was a keen observer of native manners of life and character. The writing is bright and breezy and the book will probably be read at a sitting. He is hurriedly sent with a small company on a punitive expedition and suddenly attacked. "These men come back kill us all," says Dundara (his man). "We no get plenty *arrasasi* (ammunition); . . . best we go back Bebeji get more men."

"We'll stay here," I say. "Get one good soldier, take his uniform off, make him dress like a bushman. Take the clothes from the dead bodies. I will send a letter to Zaria. Where are you going?" I ask. "I go shoot dem two wounded men of ours . . . they get plenty pain . . . no good keep 'em."

BOOK REVIEW

LONDON. By H. G. Corner.

Price 3s. 6d. net. Messrs. Longman.

The "English Heritage Series" cannot be regarded as either complete or comprehensive without a book on London, England's greatest heritage. To produce a book on London which will satisfy the connoisseur as well as the patriot must of necessity be written by one who has a real affection for London and in no one is this quality more deeply and sincerely embedded than in Mr. H. G. Corner. There is a charm about the "English Heritage Series" which appeals to what is best in an Englishman and Mr. Corner has provided a basis of London's history from which everyone may dig deeper according to their fancy. The subject has received interesting treatment giving, in the first case, a cursory view of prehistoric and Roman London. The remainder of the book is divided into periods. This gives the reader a clear insight into the influence exercised during the Tudor, Stuart and Georgian periods. There emerges from this sketch the names of the most famous contributors to art, literature and architecture, and their influence in building London as it has emerged to-day.

OBITUARY

We regret to record the death on May 4 of Mr. W. J. Taylor, chairman of the Executive Committee of the Bucks County Branch of N.A.L.G.O. since 1929. The branch was represented at the funeral by Col. Guy R. Crouch, president of the Bucks County Branch, Clerk to the County Council; Mr. C. H. Riley, County Architect, vice-president; Messrs. T. H. Jenks, Chief Inspector Weights and Measures, vice-chairman; R. A. Hogarth, Public Assistance Officer; H. Yea, hon. secretary; S. Baggett, chairman of the Social Committee; Mr. R. Davey, the secretary; Miss M. A. Pollard and Messrs. J. Moss, L. R. Jenkins and C. Paton, members of the Executive Committee; Mrs. G. H. Chapman and W. Wolstenholme.

Mr. Walter Way, the Deputy Treasurer under the Bedford Borough Council, an active member of the Association, passed away on May 28, after a period of illness. The interment took place at Wakefield, Yorkshire. The deep sympathy of the Association is extended to his widow and family.

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N.A.L.G.O. APPROVED SOCIETY

ANNUAL GENERAL MEETING

The annual general meeting of the Society was held on Friday, June 17, at the Town Hall, Bolton. Owing to the unavoidable absence of Mr. S. Lord, the President, Mr. E. J. Higson, President of the Bolton and District Branch of N.A.L.G.O., was elected chairman of the meeting.

The Ministry of Health Auditor's Cash Summary and Financial Statement for the year ended December 31, 1930, was submitted, and in moving its adoption Mr. R. W. COPPOCK, Chairman of the Committee of Management, stated that notwithstanding the severe depression of the past few years the Society's funds continued to increase in a steady and highly satisfactory manner. Mr. COPPOCK also stated that the Government Actuary's recently issued report on the Third Valuation of all Approved Societies showed that the N.A.L.G.O. appeared foremost among Societies with substantial disposable surpluses available for the distribution of additional benefits.

The statement was adopted.

In presenting the annual report for the year 1931, Mr. COPPOCK mentioned that the increase in membership had been very substantial, and the fact that the progress by the Society during the past seven years had been remarkable. In 1925 the membership was 4,885, whilst in 1931 it was 19,343.

Mr. COPPOCK referred appreciatively to the excellent work of Local Correspondents and the staff at headquarters.

After several questions had been answered the report was adopted.

The Committee of Management for the year 1932-33 was elected as follows:—Messrs. V. Cartledge, L. H. Cain, J. W. Pickup, S. Crawford, F. C. Stapleton, E. Gentle, J. W. Purchon, J. A. Hubbard, A. Chandler, A. Bowker, F. Wise, D. Gordon.

The meeting concluded with a vote of thanks to the Chairman.

SUPERANNUATION ACT, 1922

N.A.L.G.O. recently received several requests for an outline of the provisions of the Local Government and Other Officers' Superannuation Act, 1922, to be given in the Service Journal. In response to those requests the main provisions of the Act, stated very briefly, are given below:—

1. **The Act** may be adopted by a Local Authority following the procedure laid down in Section 2, and complying with Section 3.

2. **Officers and Servants Concerned:** Established Officers and permanent Servants (whole time and part time) over 18 years of age, holding designated posts.

3. **Contributions—Officers and Servants:** Employed at the time the Act is adopted will pay 5 per cent. of their salaries or wages. Cost of living bonuses and emoluments to be included in calculating contributions and allowances.

4. **Contributions—Authorities:**

(a) A sum equal to that contributed by the Officers and Servants.

(b) An Equalisation Contribution as certified by the Actuary to be paid annually during a period not exceeding 40 years.

(c) If, after any future actuarial valuation, a deficiency, or a disposable surplus is disclosed, the Authority must pay the former, or apply the latter to reduce its contributions.

5. **Allowances—When Entitled:**

(a) Permanent infirmity after 10 years' service.

(b) 60 years of age with 40 years' service.

(c) 65 years of age but service may be extended beyond this age if deemed expedient. Such extension to be disregarded in calculating an allowance, and no contributions payable in respect of remuneration received.

6. **Scale of Allowances:**

(a) **CONTRIBUTING SERVICE** (Service after adoption of Act, 1/60th of average salary or wage during last five years' service, for each year of service. Maximum 40-60ths.

(b) **NON-CONTRIBUTING SERVICE** (Back Service with same or other Authorities): 1/120th of average salary or wage during last five years' service. A local authority may increase this allowance up to 1/60th, but difference must be paid out of rates and not out of Fund.

(c) **55 YEARS OF AGE:** Officers and Servants 55 years of age and upwards when the Act is adopted cannot contribute to the Fund, but are entitled to count all their service (future and back) as non-contributing service.

7. **Breakdown before contributing for 10 years:** The contributions of the Officer or Servant are returned with compound interest at 3 per cent., and all service will

be reckoned as non-contributory for superannuation purposes.

8. **Death before being Superannuated:** Contributions returned with 3 per cent. compound interest, to legal personal representative.

9. **Death after being Superannuated:** Difference between allowances received and total contributions with 3 per cent. compound interest, if the former is the smaller, to be paid to legal personal representative.

10. **Contributions Returned:**

(a) **WITHOUT INTEREST:** On voluntary retirement, which includes retirement on marriage if retirement not made compulsory by local authority.

(b) **WITH COMPOUND INTEREST AT 3 PER CENT:** On reduction of staff, abolition of office, termination of joint appointment, if required to retire on marriage, and upon breakdown as indicated in paragraph 7 above.

11. **Gratuities:**

(a) A Local Authority may also grant a gratuity not exceeding an amount equal to 2 years' salary and emoluments in cases not entitled to superannuation allowances.

(b) Officers and Servants incapacitated by injury caused during actual discharge of duty may receive a lump sum or periodical payments up to an amount which would be equal to the superannuation allowance which he would receive if he were 65 years of age at time of injury.

12. **Dismissal for Fraud, etc.:** The Local Authority may return all or part of contributions.

13. **Teaching Service:** Officers with service as teachers, which would be recognised by any of the Acts relating to the superannuation of teachers, to be allowed to count such service, provided that any amount received, or receivable, under such an Act is taken into account.

14. **Transfers:** An Officer or Servant leaving a Local Authority which has adopted the Act, for a similar Local Authority will be entitled to take with him a transfer value. On leaving a Local Authority which has not adopted the Act for an Authority which has, the Officer or Servant will, if he wishes to count back service, be allowed to pay out of his own pocket an amount equal to the Transfer Value (or any proportion thereof).

15. **Arbitration:** Any question as to the right to, or amount of, an allowance or the right to the return of contributions of an Officer or Servant to be submitted to arbitration, failing agreement.

Copies of a Leaflet (OR.13) containing the above particulars can be obtained on application to Headquarters.

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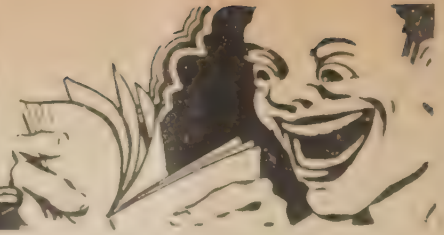
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IN LIGHTER VEIN



ANY OTHER BUSINESS

"By TOUCHE"

CAN you tell me what is the matter with this jolly old world of ours? Don't trouble to answer; I know instinctively that your reply would be in the negative, and space is vital.

We are just slowly recovering from the mental confusion into which we (if I may venture to speak for you, too) were plunged by Professor Einstein's pleasing nursery story about relativity, when we have this new and bright idea about "space-time" fired at us. The ether, we are calmly informed is purely hypothetical, there is no such thing as matter, and (so we are told) Sir Oliver Lodge boggles at gravitation. Our flight from the Gold Standard, with results entirely opposite to those predicted by—

Ed.: Forgive me, but do you realise that this is LOCAL GOVERNMENT SERVICE and not *The Quarterly Review*?

T.: Of course. I'm merely leading up to some profound thoughts about N.A.L.G.O.

Ed.: I thought, perhaps, you were suffering from flatulence.

T.: Naughty! However, as you will, but if you knew what you were missing, you would regret this impatience.

Ed.: Possibly, but not probably. But do get on.

The point I was about to make before these quite uncalled-for interruptions was that it is some slight comfort in these days of mangled ideas and butchered beliefs to watch the steady and solid progress of N.A.L.G.O. and to feel that there is at any rate one movement the growth and stability of which is as real as anything in this wobbling world. You know it is becoming a question whether you and I really exist, or whether we are not something intangible, thrown off by a non-existent force into a void; whether we are merely myths and life indefinite, evanescent, "the baseless fabric of a vision."

Ed.: Er—

T.: Oh, very well.

As I was saying, the main impression one brought away from the Annual Conference at Weston-super-Mare was one of comfort and satisfaction at the picture of healthy growth and stability presented by the Association. The pity of it is that every officer in turn cannot attend the Conference, for only by getting a "close up" of our organisation can its stature be appreciated and the wide extent and variety of its activities be realised.

That, of course, is a physical impossibility, but the Service would not only acquire ideas and vision by attending the Conference itself, but the personal association with colleagues, and particularly the "cracks," when members gather round the fire at night to swap lies and exchange experiences, would fertilise the Service as nothing else can do.

Parochialism is at the root of a proportion of our troubles, but the remedy would be only half effective, for the disease is one which afflicts our employers, or some of them, even more violently.

It is difficult for the limitations of the village pump to survive in the broad sweep of N.A.L.G.O.'s bustling stream, and it is not possible to sit through the searching examina-

tion of the report of a wonderful year's work and not benefit.

Going home in the train one of our party growled that it had been a dull show. This was contrary to my own impressions, and on being put on the rack his disappointment proved to be due to the absence of a row. There hadn't been a "scene" from beginning to end.

Sir Henry Jackson confessed himself impressed with the "dignity and efficiency, the moderation, and the temperate manner in which their great issues had so far been discussed."

IN LIGHTER VEIN

The after-dinner speaker in demand is the man or the woman who can tell a good tale. No one gets more satisfaction out of "putting it over" than the teller of the tale. "In Lighter Vein" provides an opportunity for readers of LOCAL GOVERNMENT SERVICE to pass on that subtle joke they heard the other day. The duties of the local government officer bring him into all classes of people and conscious or unconscious humour frequently provides a good story.

Send your short story to the Editor.

You understand, of course, that it must relate to something which happened, or is presumed to have happened in the Service.

Stories published will be paid for at the usual rates.

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and mark the envelope "In Lighter Vein."

It seems to me that a compliment (obviously sincere) from such a source is worth a good deal to N.A.L.G.O., and an impression of that character is more likely to secure an appreciation of N.A.L.G.O.'s importance in the quarters that matter, than the passing amusement to be derived from the undignified scrapping and clashing of rival forces divided on issues where a united front is vital.

After all, N.A.L.G.O. is a serious movement, with an influence in the welfare of the Service too serious to play tricks with. Thoughtful criticism is one thing and an essential part of a healthy body, but too many dissensions in the past have arisen out of trivialities and owed their birth to personal jealousies and unsound thinking.

And this seems to be an appropriate moment to sing hymn No. 534.

It really was a rattling fine Conference (said he, speaking in his natural voice), well organised, magnificently handled, dignified and undoubtedly sober, but never stuffy, although the atmosphere at times—

It was a pleasant shock for those of us outside the official circle to see Sir Arthur Johnson in his old place as chairman of the Executive Council. He received a warm welcome, of course, but (perhaps I imagine it) it seemed to me that there was a touch of restraint in the air. You know when you are seeing a dear friend off by train—the farewells are said and messages have been given, and you stand on the platform tongue-tied and vaguely uncomfortable; the fountain of speech dries up and you hang on grimly whilst the moments drag and you feel ashamed that you should labour under a desperate wish that the d— train would start and end the misery of parting. Something like that!

The official members in action never blundered, and the president handled his team firmly but tactfully, and one felt that though the curb was hidden, it was there. Even the painful sight of the members of the

Council sitting on the platform, looking wiser than they are, preserving their vow of eternal silence by whispering amongst themselves the magic words, "silence is golden"—even they lent an air of comparative respectability to the scene. Apart from that it was difficult to see what they were up there for. And the speeches were undoubtedly above the average, several of those from the floor showing that all the brains were not on the platform and that there are as good fish in the sea, etc.

Personally, I wondered what our friend Mr. Isaac Foot, would have to say to us, for whilst he is regarded by the members with the most affectionate gratitude, he was, as a Minister of the Crown, in a somewhat anomalous position. What he did was to make an absorbingly attractive speech, veined, of course, with characteristic humour, and to tell us—nothing! It was probably the cleverest speech of the Conference.

Our new friend, Sir Henry Jackson walked straight into the hearts of the members. Of course he had the goods to delivery in his almost electrifying declaration that he was willing to introduce a private members' Bill in the absence of official action on the superannuation problem, but he appealed to the meeting not only by his matter, but by a most attractive manner.

One of the most interesting features to me was the humorous speech in which Mr. Lloyd introduced the question of the new Building Society.

My own impression was that Mr. Lloyd set out with the intention of making one of his usual downright, forceful, aggressive speeches, and it was only when the audience rose at a touch of humour and he realised how willing they were to nibble at that bait, that he promptly changed his tactics. His devotion to N.A.L.G.O.—

Ed.: Excuse me—

T.: I knew it. And the fault is entirely yours. If it had not been for your needless interruptions, the enthralled readers of this journal would not have had to wait a month for the remainder. How can you expect me to love you?

LONDON COASTAL COACHES

For some time past an arrangement has been in force whereby the London Coastal Coaches, Ltd., granted a special discount from the advertised cost of their coach tours from London. Intimation has now been received that the company has been compelled to terminate this concession.

HER WAY

Irritated Chief: "Your spelling, Miss B—, How do you spell Abattoir?"

Chief: "The dictionary spells it with one b."

Typist: "But you ask me how I spelled it."

PATIENCE

Town Clerk, to promising young official: "Boy, I have been sitting here half an hour waiting for you to answer my bell."

P.Y.O.: "Gee, Sir, if only they were all as patient as you."

WE HEAR

That a Mayor of a Metropolitan Borough has forbidden members of the staff attending their duties in plus fours.

How extraordinary. They cut our salaries, now our clothes. What next?

A councillor wants to emulate the example of P. P. P. and have a light burning from the town hall tower, with the Council's buildings. People don't realize, he says, how much more valuable the architecture of the town hall tower is than the chimney, we thought.

MOVEMENTS OF MEMBERS

An ex-president of Teddington Branch of N.A.L.G.O., Mr. W. V. Davies, has been appointed Engineer and Surveyor to the Chertsey U.D.C. Mr. Davies, who is thirty-eight years of age, served at Teddington for eight and a half years and since April, 1927, has held his present office of Deputy Engineer and Surveyor, being previously with Kingston-upon-Thames, Esher and The Dittons U.D.C. He is a member of the Institution of Municipal and County Engineers and a Professional Associate of the Chartered Surveyors' Institution.

* * *

Mr. J. Kirkman, Deputy Borough Treasurer, Middleton, has been appointed Chief Accountant to the Chertsey U.D.C.

* * *

Mr. Ernest Sinnott, Accountancy and Financial Assistant, Borough Treasurer's Department, Warrington, shortly takes up his new duties as Deputy Borough Treasurer, Middleton.

* * *

Mr. Cyril Fitton, A.R.V.A., Accountant and Rating and Valuation Officer to the Ormskirk J.D.C., has been appointed Clerk and Accountant to the Street (Somerset) U.D.C. For two years Mr. Fitton has been chairman of the Students' Society (Lancashire and Cheshire Branch) of the Incorporated Association of Rating and Valuation Officers, and honorary secretary of the West Lancashire Branch of N.A.L.G.O.

* * *

Other changes in the service are recorded as follows:—

Mr. J. Austin, Walsall, to post at Kingston-upon-Thames.

Mr. G. T. Bakewell, Walsall, to Ledger Clerk, Doncaster; Mr. P. C. Ballard, Area No. 8, L.C.C., to Stores Department, Chelsea Institution, Area No. 5, L.C.C. Mr. F. Bradley, Rugby U.D.C. to post in the Public Assistance Department, Warwick C.C.

Mr. J. Ceney, Walsall, to Relieving Officer, Lancashire C.C.

Mr. J. Davies, Bolton, to Librarian, Colwyn Bay.

Mr. C. Early, Walthamstow, to Building Inspector, Hackney M.B.

Mr. E. R. Gosling, Area No. 6, L.C.C., to Clerk, Registration Department, Hamersmith, Area No. 6, L.C.C.

Mr. H. J. Harrison, Surbiton, to deputy Surveyor, Isle of Wight. Mr. G. F. Hunt, Worcester C.C., to post under Warwick C.C.

Mr. S. Ineson, Dagenham, to Borough Treasurer, Morley. Miss G. M. Jones, Nottingham, to Health Visitor, Liverpool. Mr. H. V. James, Dagenham, to Committee Clerk, Enfield. Miss M. Jones, Warwick C.C., to post under Norwich City Council. Mr. H. Oliver Jones, Buxton, to Borough Treasurer, Rams-gate.

Mr. W. I. Lane, Walsall, to Assistant Clerk, Public Assistant Department, W. Riding C.C.

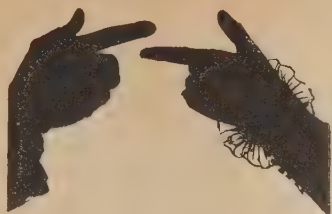
Mr. G. W. Mann, Pembroke, to Surveyor, Diss U.D.C. Mr. A. R. Mills, Dagenham, to Deputy Treasurer, Foreham, Hants. Mr. C. E. Morris, Wednesbury, to post under Ulverston U.D.C.

Mr. Chas. Nowell, Coventry, to City Librarian, Manchester.

Mr. E. O. Reid, Coventry, to Town Clerk, Banbury. Mr. A. D. Robinson, East Sussex, to Assistant Solicitor, West Sussex.

Mr. E. H. Saunders, Norwich, to Committee Clerk, Wakefield C.B. Miss H. A. Shutt, Coscely, to Health Visitor, Dagenham U.D.C.

Mr. Taylor, Cambridge, to Clerk, Reigate. Mr. A. Thornhill, Rotherham Branch, to Traffic Clerk, Swindon B.C. Mr. W. E. Tunbitt, Oxford, to Leyton, as Sanitary Inspector.



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35	1 6 3	800
36	1 7 6	790
37	1 8 9	780
38	1 10 0	770
39	1 11 3	760
40	1 12 6	750
41	1 14 2	740
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HOME GARDENING

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Author of *Everyman's Encyclopaedia of Gardening, Scientific and Practical Gardening*, etc.

JULY brings us to a half-way period in the gardening year. All the summer planting has been done, and subject to the demands of mowing, watering, tying and spraying, we may find time to make notes of the failures and successes of the past spring and to plan for the future.

One important thing is to make due provision for biennials and perennials, among which Wallflowers, Canterbury Bells, Forget-me-nots, Brompton and other Stocks, Sweet Williams, Delphiniums, Aquilegias, giant double Daisies, Geums, Gaillardias, Lupins, Pansies, and Polyanthes loom largely. I mentioned some of these in my May notes, having in mind raising a stock of plants for blooming next year. Most of the kinds will probably still do so if sown outside at once, but Polyanthes and Aquilegias not till 1934.

There is good time for Wallflowers particularly, which have had a successful year. My two most useful varieties have been Ryder's Dwarf Golden and Suttons Fire King, both high-class sorts. But a neighbour has done wonderfully well with another charming pair in the old Eastern Queen and the newer Orange Bedder. Wallflowers have a happy way of thriving under totally different treatment. For example, I lifted my plants with good balls when planting out in autumn and spaced widely, he shook all the soil off his and used the hose to prevent flagging. Both lots did well. He saved labour and yet got a satisfactory effect by planting closely, I had the best individual plants. Please take your choice of the two systems.

Giant double Daisies have had a grand season, growing into immense plants and throwing up hundreds of large flowers. They have been beautiful for three months and some are still going strongly; but others I split up for next year's stock and planted between my Potatoes, after earthing, as allotment-holders plant Brussels Sprouts. Sow these valuable plants without delay.

Sweet Williams had a bad time in winter in many districts, going puny and yellow, and a local florist cheerfully declared mine to be hopeless. He was wrong. They recovered completely in spring and are now coming into bloom. Don't overlook the "Beauty" group in pink, salmon, and scarlet.

East Lothian and Intermediate Stocks, grown hardily by being sown outside in summer and left out for the winter, came in admirably for June flowering. They are both showy and sweet and I think they ought to be grown more by amateurs.

I was very struck with a wonderful exhibit

of Pansies made by Engelmann's, the Carnation people of Saffron Walden, at an early June show of the Royal Horticultural Society. They were glorious in two forms, "Special" and "Giant," both of which I mean to have. Pansies should bloom well next spring if sown out of doors immediately.

I believe in renewing the fine perennial Lupins frequently, and as they will flower within a year from seed sown now, there is no obstacle to renewal.

My Forget-me-nots have been admired by many people this year for their deep blue colour and the name of the variety solicited. It is Myosotis Royal Blue and certainly one of the best. I have split up some plants for next year's stock and set them out with the Daisies, but have also sown fresh on the principle of making sure. Forget-me-nots are particularly attractive when bedded with Tulips in autumn and a good supply of plants is desirable.

There is a very fine Gaillardia about called The King. By a florist's error I was sent an imposter for this Gaillardia last year. I sent flowers to show the mistake and the florist "played the game" with an apology and a fresh stock, which is now in bud. Get this fine variety; friends; it is exceptionally good and seed is obtainable.

I am sowing, this summer, Geum Orange Queen with the older Mrs. Bradshaw and Lady Stratheden, both free in growth and continuous producers of brilliant flowers. May the newer sort prove their equal in these qualities and at the same time give a distinct colour.

If making cuttings of choice Aubrietias just now be sure, after setting them round the edge of the pot or pan in very sandy soil, to "keep them close," as gardeners say, that is, covered with glass; they are terrible little wretches for going off if exposed to the air. The double Arabis is not so sensitive, but may also be covered with advantage.

Potatoes have done only indifferently this spring. I am afraid there was a good deal of indifferent seed about. When earthing backward crops, sprinkle a light dressing, say, 1 lb. to every 100 ft., of nitrate of soda along the rows. I have often found this work wonders in stimulating growth and ultimately increasing yields.

Sweet Peas look better for the time of year than they did last season and I am very hopeful both for gardens and shows. Remember what help can be given with sewage, with house slops and with a sprinkling of superphosphate (four parts) and sulphate of ammonia (one part) in mixture, just after a shower.

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AUCTION BRIDGE

By NEVILLE HOBSON

COMPETITION

There was a large number of entries in connection with the test hand set last month, but before indicating the correct mode of play, it is proposed to make some general observations regarding the general play of a hand.

I cannot claim to speak with the experience or authority of such able exponents of bridge as Mr. Manning Foster, Mr. Frank England, or various contributors to that excellent journal, *The Bridge Magazine*, which I warmly commend to my readers, and I concede that the majority of them are of opinion that correct bidding is of more importance than the correct play of the cards.

Personally, however, I consider that—apart from the abnormal overbidder or the ultra-conservative player—the average player quickly assimilates the main principles of bidding, but the number of tricks lost on the table is extraordinarily high. Unlike golfers, who know their real handicap through having their mistakes made apparent for them, the majority of bridge players of average ability have little or no idea of their limitations in this vital respect, and I would particularly recommend an inexpensive book (2s. 6d.), by Mr. Frank England, entitled, *Bridge Tips and Test Hands*, which sets out various little problems and gives valuable information as to the correct play.

The problem is set at the top of each page, with the solution at the bottom, and a study of this little book will effect wonderful results to the player who desires to improve technique.

PROBLEM

The following are the last seven cards in the four hands, after having played to six previous tricks:—

SOUTH: Spades, none; Hearts, Q, 10; Diamonds, K; Clubs, A, K, 9, 2.

WEST: Spades, none; Hearts, 3, 2; Diamonds, 9, 8; Clubs, 8, 6, 4.

NORTH: Spades, none; Hearts, K, 8, 7, 6, 5; Diamonds, 10, 2; Clubs, none.

EAST: Spades, 2; Hearts, A, J, 9; Diamonds, J; Clubs, Q, J.

Hearts are trumps and South (who will be assumed to be playing the hand) is to lead and make six tricks out of the last seven—against the best defence of West and East.

ANSWER: South leads the 2 of Clubs.

North trumps and leads 2 of Diamonds.

South wins with K and leads 9 of Clubs, which North trumps.

North leads 10 of Diamonds, and however East plays now, he can only make the Ace of Trumps.

Correct solutions were sent in by the following and received in the same order: L. W. Brown, Town Hall, Chelsea, S.W.3; S. Boyes, Municipal Offices, Twickenham; W. J. Heigho, Technical College, East Ham; J. E. Rhodes, 167 Great Stone Road, Chortlon-cum-Hardy, Manchester; G. M. Norman, 35 Magdalen Road, St. Leonards-on-Sea, and arrangements will be made for small prizes to be sent to them.

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If they care to write and re-submit their solution, I will undertake to satisfy them, by a direct reply, indicating the defence which would prevent South winning the six tricks as required. If, however, I succeed in convincing them, I ask that each player should send to me a subscription of 2s. 6d. (or, if a group, 5s.), which I will pay to the Camp Fund of a Lads' Brigade in favour of which I have been connected for the past twenty-four years. If, on the other hand, I fail, I will send to them the same contribution for any similar fund in which they may be interested.

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It is intended that the competition should commence on September 1.

BOWLS

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These two branches renewed acquaintances in the Southern District Bowls Competition at Aylesbury on June 4. Last year Oxford were the winners by a margin of 9 points, but the Bucks players this year had the satisfaction of advancing to the next stage.

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As is customary in these games, the visitors were entertained to tea in the pavilion, Mr. J. W. Lovegrove (chairman of the Bucks Bowls Section) presiding. Mr. T. F. Nutter (hon. secretary of the City of Oxford Branch) replied.

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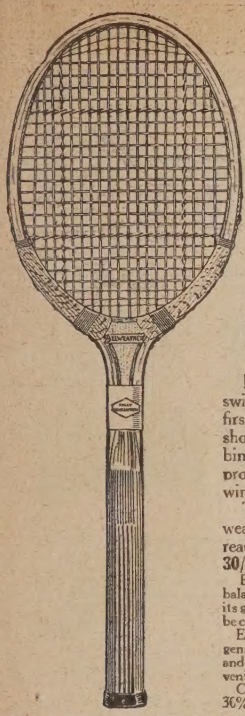
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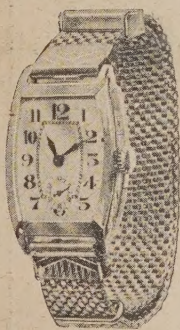
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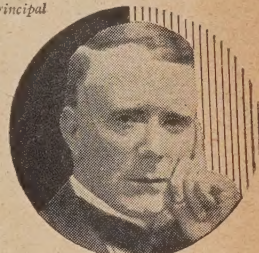


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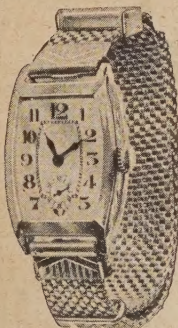
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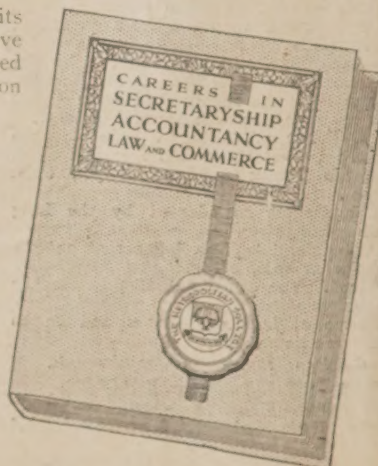
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